

Salaries and Working Conditions

EMMETT HOOVER

Grant County Road Supervisor

The working force of the Grant County Highway Department consists of the following: a superintendent, a clerk, a custodian (who also operates the heating plant), 13 assistant superintendents (one in each township), a power-shovel operator (who occasionally operates the power grader or serves as mechanic), two power-grader operators, six tractor-maintainer operators, a truck operator (who also operates the bituminous distributor), and a bridge foreman (with sufficient employees to handle the job).

Since considerable state highway activity is carried on in our county and many of the former employees of the county highway department are now employed by the state highway department, it is almost necessary that the wages paid county employees do not differ materially from those paid by the state.

Our prevailing wages for the year 1947, for eight hours per day and five days per week, are as follows:

\$212.50 per month—superintendent of highways.

\$165.00 per month—department clerk.

\$1.10 per hour—power-shovel operator, chief mechanic, bridge foreman.

\$1.00 per hour—assistant superintendents, truck operators, power-grader operators.

\$0.95 per hour—regular laborers.

\$0.90 per hour—extra laborers.

Pay for extra time or overtime is paid for at the regular rate of pay.

Five days' vacation with pay is allowed, to be taken during the year earned. In rare cases the vacation for two years may be taken at once, but within the second year.

No provision is made for sick leave, except that when an employee becomes ill while on the job, he is paid for that particular day without reference to the time of day the illness occurs.

It goes without saying that the employees are of the same political faith as the majority of the board of county commissioners. Hit or miss employment methods are not in vogue; each applicant is selected

because of his fitness to perform the duties of the position for which he applies. However, his party service and his activity in behalf of the candidacy of the commissioner in the district in which he is employed, while not in all cases the deciding factors, are taken into consideration. This procedure applies more particularly to the appointment of assistant superintendents, of which there are thirteen in the county. All appointments are made as the result of the joint approval of the highway superintendent and the commissioner representing district in which the applicant resides.

Our department is housed in a spacious tile structure covering approximately 7,000 square feet. It has ample ventilation and is well heated and lighted. The heat is provided by a steam boiler; the furnace is fed by stoker. The building contains a well-located and properly lighted office and workroom amply supplied with toilets and lavatories. All records are kept in fireproof receptacles. The building, which was erected in 1936, is almost in the center of approximately two acres of ground fronting on a concrete highway immediately outside the corporation limits of Marion.

Equipment consists of the following: 16 dump trucks (2- to 5-ton capacity); two $\frac{1}{2}$ -ton trucks; a bituminous distributor; one automobile (a sedan); three power graders; six tractor-maintainer outfits; two power mowers; a four-wheel tar kettle; two trailer-type tar kettles; an oil-burning tank car asphalt heater; a concrete mixer; a trailer-type water tank; a four-wheel, heavy-duty trailer; a two-wheel, light-type trailer; a 60-tractor; a $\frac{1}{2}$ -yard power shovel; a loader attachment (which operates with power grader); four V-type snow plows; two one-way snow plows; a cutting and welding outfit; a set of blacksmith tools, and miscellaneous small tools and equipment needed in a repair shop. The office is provided with all the necessary equipment, including desks, typewriters, adding machine, and filing cases.

We are engaged in the maintenance of approximately 900 miles of various types of highway.